

**DIVERSITY COUNCIL MEETING**  
**Agenda**  
**Sunday, 6 November 2016, 1000 hours MDT**  
**AGO Conference Room**

**1. Roll Call of Participants**

CMSgt Schaffer	LTC Sewell
Col Gerber	LTC DeJong
BG Walz	SFC Juelfs
Brig Gen Warren	LTC Miller
Col Limke	
MSgt Langloss	
CPT Jerzak	
BG Croymans	

**2. Opening Comments/Guidance – BG Tom Croymans**

TAG will take over as national chair again of the Joint Diversity Committee  
Some updates to the strategic plan coming out in the next quarter

**Army Diversity Update – Croymans**

Females  
539 vs 544 from end of FY15  
55 accessions over the year  
60 losses  
17.2%

Marketing Plan – Native American and Hispanic populations, but don't really mention females in the marketing plan. Need to take a look at and revise so it's there in writing and it's seen as an emphasis.

Male, non-White  
177 to 190  
6.9% (work to do there)

Revise VSO contact list that relate to tribes in SD  
Tribal contacts for all the tribes  
Letter to be sent to reach out to tribes, "Here we are, what can we do to help?"

Female, non-White  
Some challenges there, but will continue to work on those as we go forward

Goal 1- Green  
1.5 is yellow across the board  
Primarily white males  
Female soldiers through Senior Service College to add them for representation on the boards

Goal 2- Green  
Doing good getting the word out about diversity  
TAGs priority card  
Leadership meetings

Goal 3-Green  
R & R does a great job of community outreach efforts  
Reservations and schools

Goal 4-Green

4.2 Formal Mentoring Program

Sending out officer surveys, also on NCO side

### **Air Diversity**

Females

Continue to recruit, recognize and promote females

1<sup>st</sup> O6 female promoted recently

Significant number of Chiefs that are females

21.2%

Non-white Males

Stagnant in that number

Hoping to improve by getting into the SF School District

Non-white Females

0.66%

Below the population served in the SF area

Targeting and trying to improve in those areas

Airmen of the Year

5/6 nominated were females

Leaders in their respective areas

3/4 winners were females

Goal 1- upgraded from orange to yellow

Increase based upon numbers on the female diversity side

Goal 2- Green

Goal 3- Yellow to Green

Piggy backing in on some of things that Army recruiting has done

Getting into the SF School District is key (ability to improve in this category)

Goal 4- Yellow

Maybe a little hard on ourselves

Developed a mentorship program that's been rolled out in the last year or so

Programs are in place, sustainment to make sure we don't fall off at accomplishing those

Helping out in female recruiting overall (from big AF)

Expansion of maternity leave

Everything is open to the females

2 female pilots in publications

Career Day 2x a year (parents, educators, staff)

Unit members bringing in females

Spreads on its own, there isn't any specific female targeting

Educational benefits

Army/Air combined Goals – Reported to NGB

Goal 1- yellow

Goal2- green

Goal 3-green

Goal 4- green

**Air Guard add-ons**

Looking forward to working with SF School District

Going in at lunchtime currently and it serves no purpose

TAGs meeting with superintendent went great

Superintendent said this isn't your problem, this is our problem

Very supportive

Next level of focus

Counselors

Athletic Directors

Teachers

**Army add-ons**

Hispanic Heritage event – 3 leads out of it

Learned that hand-outs would have been helpful in Spanish and English

March 2017 there may be another event

Perhaps events in Aberdeen, Rapid City, Brookings, Watertown

Diversity Council Meeting in October

Leadership Challenge Program, Dec16 course in Sioux Falls (Air and Army)

Looking at putting on a diversity event this coming year

Nevada got a national award from their event

Before KNBN picnic during Golden Coyote

Native American oriented demonstration

Classes

Teepees

Recruiting

Negative comments/perceptions coming out of Native American communities with protest in

ND

**Time/Date for Next Meeting**

Sunday 1100 central, 1000 mountain (January drill)